

Chapter 4

Worker Associate Management Events API Guide

from ESI Marketplace Worker Events Catalog for ADP
GlobalView Guide

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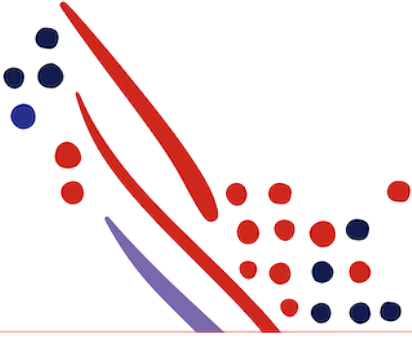
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About this API

Summary

The Worker Events API Guide for ADP GlobalView describes how your application can access the Worker Legal information update events for workers in the ADP GlobalView application. It helps you to determine which use case best meets your business needs. It also guides you through the implementation of each use case.

Overview

GlobalView offers APIs to retrieve the information about worker legal information update events (e.g. Marital status change, Legal address change & etc...)

Required Setup Steps

A Communication User (Practitioner) must be created in GlobalView to provide access to the worker events via your application. The Consumer App set-up must be complete.

Before You Begin

ADP provides the following worker events to stay in synch with an ADP application and do the following:

- Retrieve Worker Deceased event based on eventID.
- Retrieve Worker Legal Address addition event based on eventID.
- Retrieve Worker Birth Date change event based on eventID.
- Retrieve Worker Citizenship change event based on eventID.
- Retrieve Worker Gender change event based on eventID.
- Retrieve Worker Legal Address change event based on eventID.
- Retrieve Worker Legal Name change event based on eventID.
- Retrieve Worker Marital Status change event based on eventID.
- Retrieve Worker Original Hire Date change event based on eventID.
- Retrieve Worker Termination Date change event based on eventID.
- Retrieve Worker Legal Address removal event based on eventID.

Sequence of Interactions

The below steps shows the sequence of actions between client application and GlobalView application.

1. Whenever a worker lifecycle event or change occurs to worker data in GlobalView, an individual event will be recorded in GlobalView and the same will be notified to the Marketplace.
2. The Marketplace creates a unique resourceID for each event.
3. Client Applications should subscribe to the change events at ADP Marketplace and then can make an API call to retrieve the event details by passing eventID available at ADP Marketplace.
4. The Marketplace receives the request and then forwards the call to GlobalView which returns the event details response JSON based on client data configurations.

Error Message Format

The application returns an error message in a common format which has all the information about the problem. Below is the format of the Error message.

```
{
  "confirmMessage": {
    "confirmMessageID": {
      "idValue": "3843b460-ea5e-11ed-9ced-005056b820c0",
      "schemeName": "confirmMessageID",
      "schemeAgencyName": "GlobalView"
    },
    "createDateTime": "2023-05-04T03:29:51-06:00",
    "requestReceiptDateTime": "2023-05-04T03:29:51-06:00",
    "protocolStatusCode": {
      "codeValue": "404"
    },
    "protocolCode": {
      "codeValue": "http"
    },
    "requestStatusCode": {
      "codeValue": "failed"
    },
    "requestMethodCode": {
      "codeValue": "GET"
    },
    "requestLink": {
      "href": "/events/hr/v1/worker.hire/4F849D30-7AC0-446D-B6D4-2C8A67A80FC3",
      "rel": "related",
      "method": "GET"
    },
    "resourceMessages": [
      {
        "resourceMessageID": {
          "idValue": "3843b460-ea5e-11ed-9ced-005056b820c0",
          "schemeName": "resourceMessageID",
          "schemeAgencyName": "GV"
        },
        "resourceStatusCode": {
          "codeValue": "failed"
        },
        "processMessages": [
          {
            "processMessageID": {
              "idValue": "3843b460-ea5e-11ed-9ced-005056b820c0",
              "schemeName": "processMessageID",
              "schemeAgencyName": "GlobalView"
            },
            "resourceStatusCode": {
              "codeValue": "failed"
            },
            "messageTypeCode": {
              "codeValue": "error"
            },
            "userMessage": {
              "messageTxt": "The User is not available in SOR(GlobalView)"
            }
          }
        ]
      }
    ]
  }
}
```

Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development.

Response Code	Response Description
200 OK	Retrieves event details of a particular event.

400 Bad Request	Bad request, e.g. incorrect query parameter
401 Unauthorized	The user is not authorized to access the API or retrieve the requested data
404 Not Found	The resource cannot be found, e.g. an invalid associate-oid
405 Method Not Allowed	An incorrect HTTP method has been used, e.g. POST instead of GET
412 Precondition Failed	Required header is not provided
413 Payload Too Large	The requested payload is too large to be managed
429 Too Many Requests	The consumer has sent more requests than is allowed by the server.
500 Internal Server error	Internal Server error
503 Service Unavailable	The service is not available

Use Case: Retrieving Worker Personal and Legal Details

Before You Begin

The Worker Communication event APIs (Personal and Business Communication fields data insertion, updation and deletion) are used to retrieve the respective event details based on the eventID.

This API returns the following information:

- actor
- recordDateTime
- eventStatusCode
- data
- creationDateTime
- eventNameCode
- serviceCategoryCode
- effectiveDateTime

API Usage

Method	Uniform Resource Identifier (URI)	Description
GET	/events/hr/v1/worker.legal-address.add/{event-id}	Retrieve a worker's legal address addition event details
GET	/events/hr/v1/worker.birth-date.change/{event-id}	Retrieve a worker's birth data change event details
GET	/events/hr/v1/worker.citizenship.change/{event-id}	Retrieve a worker's citizenship change event details

GET	/events/hr/v1/worker.gender.change/{event-id}	Retrieve a worker's gender change event details
GET	/events/hr/v1/worker.legal-address.change/{event-id}	Retrieve a worker's legal address change event details
GET	/events/hr/v1/worker.legal-name.change/{event-id}	Retrieve a worker's legal name change event details
GET	/events/hr/v1/worker.marital-status.change/{event-id}	Retrieve a worker's marital status change event details
GET	/events/hr/v1/worker.worker-original-hire-date.change/{event-id}	Retrieve a worker's original hire date event details
GET	/events/hr/v1/worker.worker-termination-date.change/{event-id}	Retrieve a worker's termination date change event details
GET	/events/hr/v1/worker.legal-address.remove/{event-id}	Retrieve a worker's legal address removal event details
GET	/events/hr/v1/worker.deceased/{event-id}	Retrieve a worker's deceased event details

Appendix A: Data Dictionary

The data dictionary provides the schema resource to application user interface field mapping.

JSON Field	Data Mapping	Data Mapping Descriptions
events/data/output/worker/associateOID	Associate Object Id	Unique identifier for the employee across ADP Products
events/data/output/worker/person/birthDate	Birth Date	
events/data/output/worker/person/citizenshipCountryCodes/codeValue	Nationality Code	Country ISO Code associated with Employee Nationality
events/data/output/worker/person/citizenshipCountryCodes/shortName	Country Description	Description of the Country based on the ISO Code
events/data/output/worker/person/genderCode/codeValue	Blank, 1, 2, 3	Gender Identifier saved in GlobalView
events/data/output/worker/person/genderCode/longName	Undeclared Male Female Non-Binary	The above 4 Codes generally corresponds to the 4 values in English but if a client configures a different Language Key these descriptions can vary

events/data/output/worker/person/legalAddress/buildingNumber	Building Number	Building No associated with Employees Permanent Address, This can also be blank for some countries
events/data/output/worker/person/legalAddress/cityName	City Name	City Name available in GlobalView for Employee Permanent Address
events/data/output/worker/person/legalAddress/countryCode	Country ISO Code	ISO Code of Country from Employee Permanent Address
events/data/output/worker/person/legalAddress/countrySubdivisionLevel1/codeValue	Sub Division Code	Sub Division Level 1 Code data saved as part of Employee Permanent Address
events/data/output/worker/person/legalAddress/countrySubdivisionLevel1/longName	State Description	Description of Subdivision Level1 Code from Above
events/data/output/worker/person/legalAddress/countrySubdivisionLevel1/subdivisionType	Country Dependent	E.g. State, Province, Canton etc.
events/data/output/worker/person/legalAddress/lineOne	Address Line 1	Address Line 1 from Employee Permanent Address
events/data/output/worker/person/legalAddress/lineTwo	Address Line 2	Address Line 2 from Employee Permanent Address
events/data/output/worker/person/legalAddress/nameCode/longName	Fixed value - Permanent Address	Fixed Value Permanent Residence
events/data/output/worker/person/legalAddress/postalCode	Postal Code	Postal Code from Employee Permanent Address
events/data/output/worker/person/legalAddress/streetName	Street Name	Street Name from Employee Permanent Address
events/data/output/worker/person/legalName/familyName1	Last Name	Last Name of Employee
events/data/output/worker/person/legalName/familyName2	Second Name	Second Name of Employee
events/data/output/worker/person/legalName/formattedName	First & Last Name	First Name & Last Name Combined
events/data/output/worker/person/legalName/givenName	First Name	First Name of Employee
events/data/output/worker/person/legalName/middleName	Middle Name	Middle Name
events/data/output/worker/person/legalName/nickName	Nickname	Nickname
events/data/output/worker/person/maritalStatusCode/codeValue	0 1 2 3 4 5 6 9 A	Marital Status Code with Below code Values in English

	B C D	
events/data/output/worker/person/maritalStatusCode/effectiveDate	Date in YYYY-MM-DD	Effective Date of Marital Status Change in YYYY-MM-DD.
events/data/output/worker/person/maritalStatusCode/longName	Single Marr. Wid. Div. Cohab. Sep. Unknwn CivUni ExpCou N/VCou Reg.Pa Dm Ptr	Description of above marital status
events/data/output/worker/workAssignment/actualStartDate	Date in YYYY-MM-DD	Actual Start Date of Employee in YYYY-MM-DD based on Date Specifications
events/data/output/worker/workAssignment/assignedWorkLocations/address/countryCode	Country ISO Code	Work Location Country ISO Code
events/data/output/worker/workAssignment/assignmentCostCenters/costCenterID	Cost Center Identifier	Primary Cost Center assignment of Employee
events/data/output/worker/workAssignment/assignmentCostCenters/costCenterName	Cost Center Description	Cost Center Description
events/data/output/worker/workAssignment/assignmentStatus/effectiveDate	Date in YYYY-MM-DD	Current Employee Status effective Date in YYYY-MM-DD
events/data/output/worker/workAssignment/assignmentStatus/reasonCode/codeValue	Reason Code	Reason Code for Change of Status
events/data/output/worker/workAssignment/assignmentStatus/reasonCode/longName	Description	Description of reason Code
events/data/output/worker/workAssignment/assignmentStatus/statusCode/codeValue	Employee Status Code	Employee Status Code
events/data/output/worker/workAssignment/assignmentStatus/statusCode/longName	Description of Status Code	Description of Status Code
events/data/output/worker/workAssignment/assignmentTermCode/codeValue	Contract Type Code	Contract Type Code Value
events/data/output/worker/workAssignment/assignmentTermCode/longName	Fixed term or Regular	Description of Contract Type, Fixed term or Regular
events/data/output/worker/workAssignment/bargainingUnit/seniorityDate	Date in YYYY-MM-DD	Seniority Date in YYYY-MM-DD

		format only if data is available for the Employee
events/data/output/worker/workAssignment/baseRemuneration/hourlyRateAmount/amountValue	Employee Hourly rate	Hourly rate pay element
events/data/output/worker/workAssignment/baseRemuneration/hourlyRateAmount/currencyCode	Employee Hourly rate currency	
events/data/output/worker/workAssignment/baseRemuneration/recordingBasisCode/codeValue	Period Parameter	Code Value for Pay Cycle
events/data/output/worker/workAssignment/baseRemuneration/recordingBasisCode/longName	Period Parameter name	Description of Pay Cycle Code
events/data/output/worker/workAssignment/expectedStartDate	Date in YYYY-MM-DD	Expected start Date in YYYY-MM-DD format only if data is available for the Employee
events/data/output/worker/workAssignment/expectedTerminationDate	Date in YYYY-MM-DD	Expected termination Date in YYYY-MM-DD format only if data is available for the Employee
events/data/output/worker/workAssignment/fullTimeEquivalenceRatio	FTE Ratio	Fulltime equivalence Ratio
events/data/output/worker/workAssignment/hireDate	Date in YYYY-MM-DD	Hire Date in YYYY-MM-DD based on Date Specification
events/data/output/worker/workAssignment/homeOrganizationalUnits/itemID		
events/data/output/worker/workAssignment/homeOrganizationalUnits/nameCode/codeValue	Org Unit Code	Value of the Org Unit
events/data/output/worker/workAssignment/homeOrganizationalUnits/nameCode/longName	Description of Org Unit	Description of Org Unit
events/data/output/worker/workAssignment/homeOrganizationalUnits/typeCode/codeValue	BTRTL GSBER ORGEH VDSK1 WERKS	Fixed values
events/data/output/worker/workAssignment/homeOrganizationalUnits/typeCode/longName	Personnel Subarea Business Area Organizational Unit Organizational Key Personnel Area	Fixed values
events/data/output/worker/workAssignment/jobCode/codeValue	Employee Job Code	Job Code

events/data/output/worker/workAssignment/jobCode/longName	Job Description	Job Code Description
events/data/output/worker/workAssignment/jobTitle	Job Description	Job Code Description
events/data/output/worker/workAssignment/laborUnion/laborUnionCode/code Value	Client Configurable Code	Client Configurable Code
events/data/output/worker/workAssignment/laborUnion/laborUnionCode/longName	Client Configurable Code	Client Configurable Code
events/data/output/worker/workAssignment/laborUnion/seniorityDate	Date in YYYY-MM-DD	Labour Seniority Date only if available for the employee
events/data/output/worker/workAssignment/legalEntityID	Company Code	Legal Entity or Company Code Value
events/data/output/worker/workAssignment/managementPositionIndicator	true for manager position	is the Employee a Manager
events/data/output/worker/workAssignment/nextPayGradeStepDate	Date in YYYY-MM-DD	Date when the employee is eligible for Next Grade, only if Data is available
events/data/output/worker/workAssignment/offerAcceptanceDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only of data is available
events/data/output/worker/workAssignment/offerExtensionDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only of data is available
events/data/output/worker/workAssignment/payCycleCode/codeValue	Period Parameter	Code Value for Pay Cycle
events/data/output/worker/workAssignment/payCycleCode/longName	Period Parameter name	Description of Pay Cycle Code
events/data/output/worker/workAssignment/payrollFileNumber	Employee Number	Employee Unique identifying Number in Payroll System
events/data/output/worker/workAssignment/payrollGroupCode	Pay Group	Pay Area/ Group Code for the Employee
events/data/output/worker/workAssignment/positionID	Position	Position Code
events/data/output/worker/workAssignment/positionTitle	Position Name	Position Description
events/data/output/worker/workAssignment/primaryIndicator	Boolean true	Primary Position Indicator
events/data/output/worker/workAssignment/remunerationBasisCode/codeValue	Employee Subgroup	Employee Grouping Code
events/data/output/worker/workAssignment/remunerationBasisCode/longName	Subgroup Name	Employee Grouping Description
events/data/output/worker/workAssignment/reportsTo/associateOID	Associate Object Id	Reporting Manager Associate Object Id

events/data/output/worker/workAssignment/reportsTo/reportsToWorkerName/formattedName	Manager First & Last name	Reporting Manager First & Last name
events/data/output/worker/workAssignment/reportsTo/workerID/idValue	Global ID	Reporting Manager Employee Id in HR SOR
events/data/output/worker/workAssignment/seniorityDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available
events/data/output/worker/workAssignment/standardHours/hoursQuantity	Contracted Hours	Monthly, Weekly, Bi-Weekly or Periodic Hours Contracted for the Employee
events/data/output/worker/workAssignment/standardPayPeriodHours/hoursQuantity	Contracted Hours	Monthly, Weekly, Bi-Weekly or Periodic Hours Contracted for the Employee
events/data/output/worker/workAssignment/standardPayPeriodHours/unitCode/codeValue	Value for Pay Cycle	Code Value for Pay Cycle
events/data/output/worker/workAssignment/standardPayPeriodHours/unitCode/longName	Period Parameter	Description of Pay Cycle Code
events/data/output/worker/workAssignment/wageLawCoverage/coverageCode/codeValue	Exempt Category or Not	Job Code in Exempt Category or Not
events/data/output/worker/workAssignment/wageLawCoverage/coverageCode/longName	Exempt Non-Exempt	Fixed Value
events/data/output/worker/workAssignment/workLevelCode/codeValue	FT, PT	Full Time or Part Time Code (FT, PT)
events/data/output/worker/workAssignment/workLevelCode/longName	Full Time or Part Time	Full Time or Part Time
events/data/output/worker/workAssignment/workShiftCode/codeValue	Work Schedule Code	Work Schedule of the Employee from GlobalView
events/data/output/worker/workAssignment/workShiftCode/longName	Work Schedule Description	Description of Work Schedule
events/data/output/worker/workAssignment/workerTypeCode/codeValue	Employee Group	Employee Grouping
events/data/output/worker/workAssignment/workerTypeCode/longName	Description	Employee Grouping Description
events/data/output/worker/workerDates/acquisitionDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available
events/data/output/worker/workerDates/adjustedServiceDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available

events/data/output/worker/workerDates/creditedServiceDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available
events/data/output/worker/workerDates/earlyRetirementDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available
events/data/output/worker/workerDates/expectedTerminationDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available
events/data/output/worker/workerDates/firstHireDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available
events/data/output/worker/workerDates/originalHireDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available
events/data/output/worker/workerDates/rehireDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available
events/data/output/worker/workerDates/retirementDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available
events/data/output/worker/workerStatus/effectiveDate	Date in YYYY-MM-DD	Effective Date of Current Worker Status
events/data/output/worker/workerStatus/reasonCode/codeValue	Employee Status reason code	reason Code of Worker Status Change
events/data/output/worker/workerStatus/reasonCode/longName	Description	Description of reason Code
events/data/output/worker/workerStatus/statusCode/codeValue	Employee Status Code	Employee Status Code
events/data/output/worker/workerStatus/statusCode/longName	Description	Employee Status Code Description
events/data/output/worker/person/deathDate	Date in YYYY-MM-DD	Employee Death Date from Date Specifications
events/data/output/worker/person/deceasedIndicator	X for deceased, blank for not	To Identify if the Employee is Deceased or not

Frequently Asked Questions (FAQs)

Question 1: How will I be able to access these event APIs?

Answer: When the data is updated in an ADP application. i.e. GlobalView, ADP generates an event notification message and the message is sent to a **subscriber's message queue**. To regularly check and retrieve event notification messages, subscribe your application to data change events required.